

**Knox County R-I School District**  
**Programs and Services Evaluation Form**

Program: Staff Retention and Development

Person(s) responsible: Administrators

Number of Employees: Certified 57 Non-Certified 42 Full- and Part-Time

Number of students enrolled/participating in the program: 501

Program: Local x State x Federal x

Goals and Objectives (Can it be measured with data?):

**Goal 2:** Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

**Objective 1:** 100% of the staff will be supported through high quality professional development, to achieve a high level of student success.

**Goal 2:** Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

**Objective 3:** Provide programs that attract and develop aspiring teachers .

Evaluation Criteria (What gauges success?):

- Staff Retention Data
- Staff Evaluation Data
- Student Assessment Data
- Climate Survey Data

Types of data collected: (Check all areas that apply)

- Surveys of staff, community, students, business
- Standardized assessments, assessment statistics
- Longitudinal performance data
- Participation or placement rates
- Financial revenues/expenditures
- Internal evaluations by staff
- External evaluations by others
- Attendance rates
- Dropout rates
- Suspension/expulsion/discipline rates
- Participation rates in co-curricular/extracurricular activities
- Special program participation rates

- \_\_\_\_\_ College/vocational attrition rates
- \_\_\_\_\_ College/vocational completion rates
- \_\_\_\_\_ Student attitude and interest surveys
- \_\_\_\_\_ other

Procedures used to evaluate the collected data:

- Comparison of staff retention data
- Analysis of surveys
- Analysis of student growth data

Who collects the data? \_\_\_\_\_ Administrators and Teacher \_\_\_\_\_

Who reports the data? \_\_\_\_\_ Administrators and Teachers \_\_\_\_\_

Who analyzes the data? \_\_\_\_\_ Administrators and Teachers \_\_\_\_\_

Success of program based on the data (benefits):

In the last 3 years we have averaged 10% turnover rate compared to the 5 years prior which had an average of 19%.

Last year we had a 7% teacher turnover rate.

This past year we had a 5% teacher turnover rate.

Recommended changes needed to achieve the goals and objectives of the program:

- Continue to develop our Grow Your Own program.
- Find additional supports for all staff members.

Action to be taken:

- Continue to work on Professional development that meets the needs of each individual staff member
- Continue to provide attractive Salaries and Benefits
- Find a bus monitor for each bus route

Changes made in the last two years:

- Added \$2,000 to the base teacher salary.
- Added a Board Certified Behavior Analyst
- Added two bus drivers and two routes.
- District provided scholarship for students interested in teaching.
- Hired students as student assistants during summer school.
- Add bus monitors to 9 out of 11 bus routes.
- Addition of bus lounge
- Para specific training during professional development days.

Date presented to the Board of Education: \_\_\_\_\_ October 15, 2024 \_\_\_\_\_